Goddard Space Flight Center 2004 IDP Survey Results

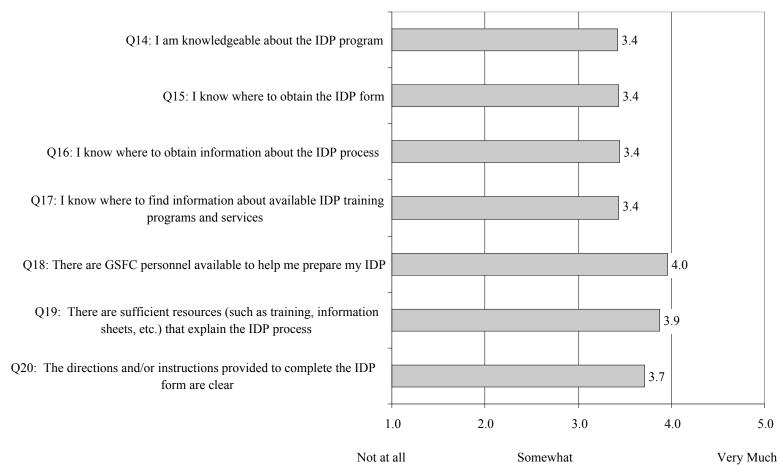
IDP Survey: Background and Purpose

- The class action settlement states "supervisors shall be required to offer employees a meeting at least once per year to discuss and/or establish an IDP."
- A survey was required by settlement to obtain candid views from employees on the IDP process including whether:
 - the supervisor offered and provided a full and fair opportunity to establish an IDP
 - the process was interactive and the supervisor provided information and guidance about opportunities available and appropriate to serve the employee's career objectives; and
 - to what extent opportunities and job assignments were available that were consistent with the provisions of the IDP

IDP Survey: Implementation

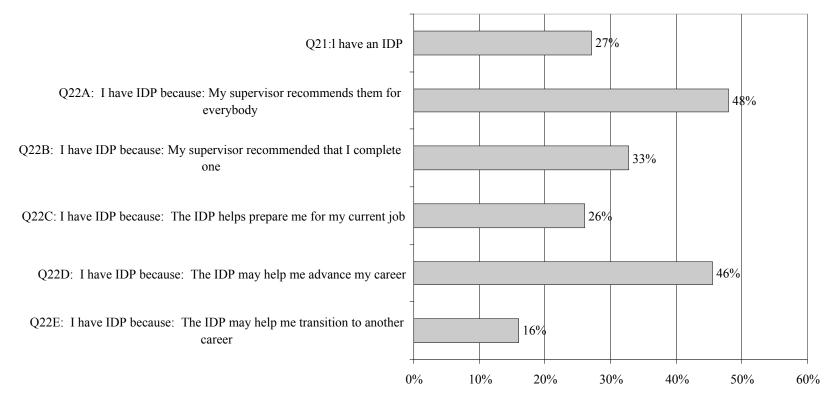
- Administered 1/14/04 through 2/6/04, data collection period ended 2/13/04
- 56 questions (closed and open ended)
- Distributed to 3,290 full- and part-time civil servants
- 932 responded by $2/13/04 \Rightarrow$ Response rate of 28%
- Demographics (e.g., race, grade level, education) of respondents mapped very closely to Center as a whole
- Aggregate data follows

Familiarity with the IDP and Merits of the ID Totals Q14 - Q20



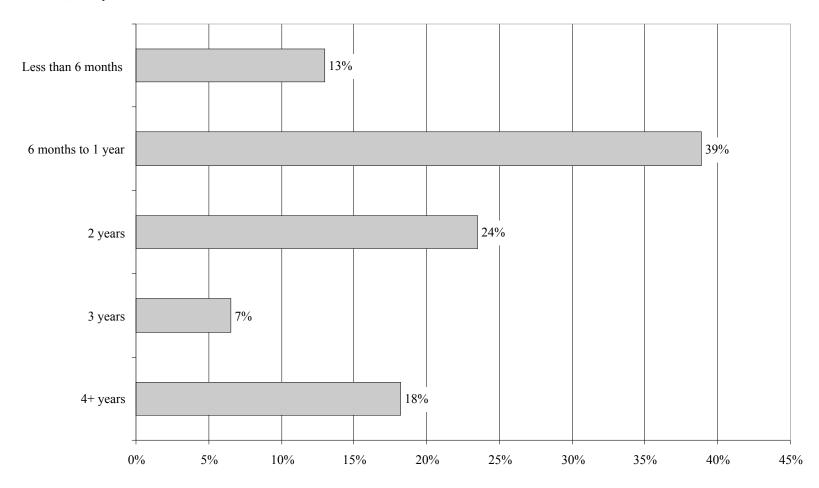


Familiarity with the IDP Totals Q21-Q22E



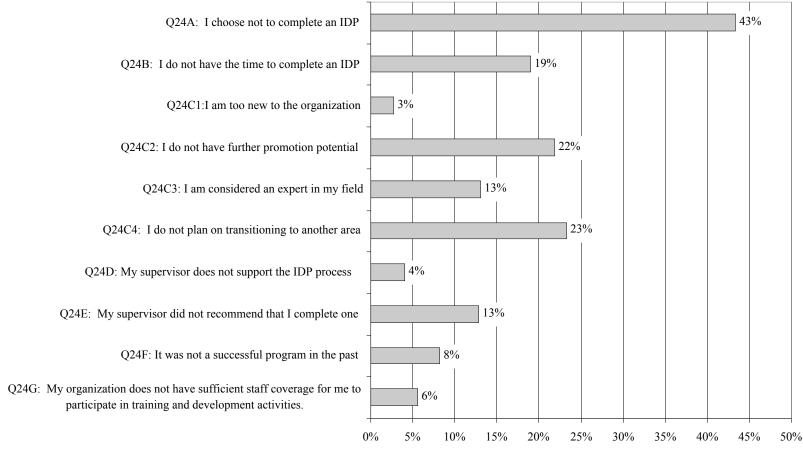


Familiarity with the IDP Q23: My IDP has been in effect



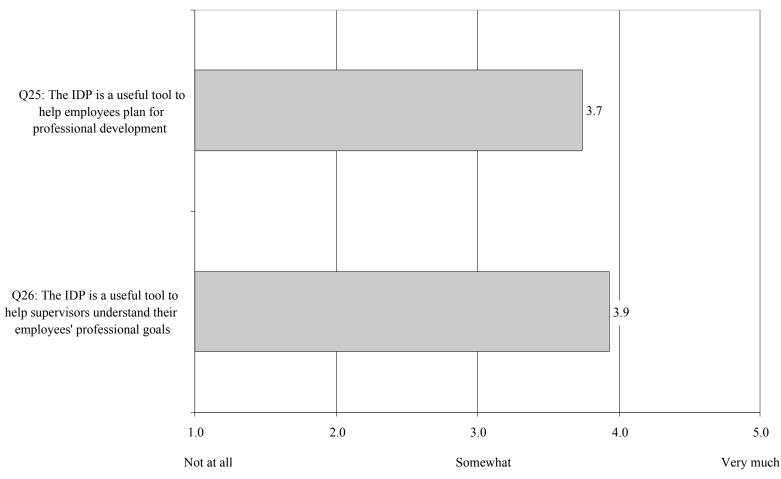


Familiarity with the IDP Totals Q24A - Q24G I do not have an IDP because:



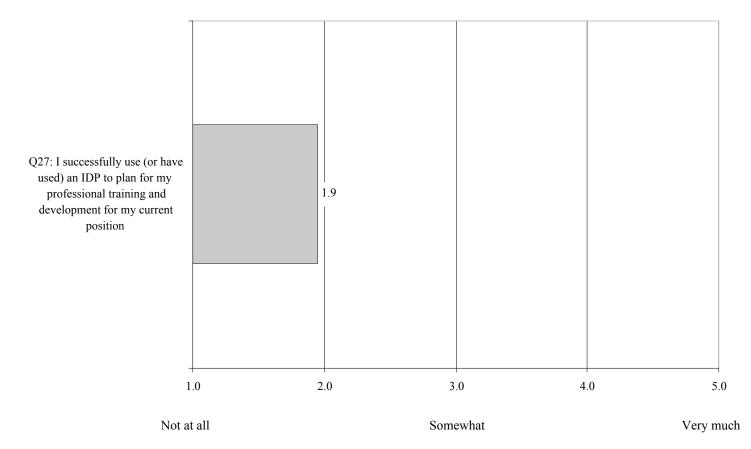


Merits of the IDP Totals Q25 - Q26



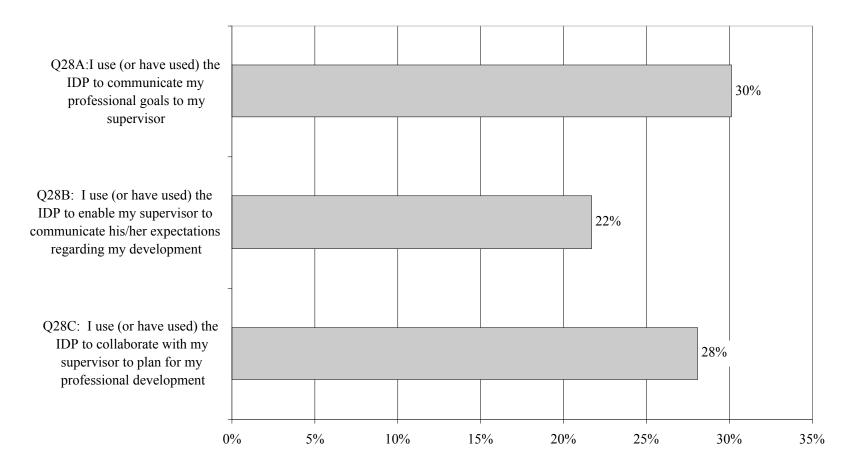


Planning for Training and Develoment For My Current Position Totals $\ensuremath{\mathbf{Q}} 27$





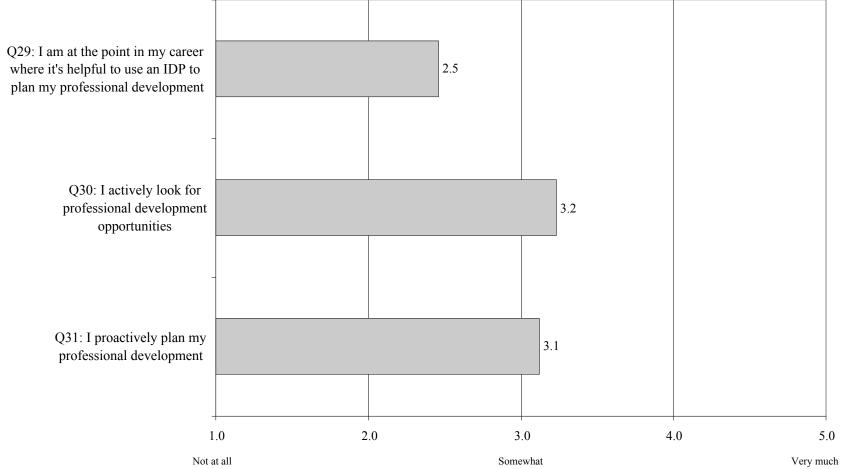
Planning for Training and Development For My Current Position Q28A - Q28C Totals





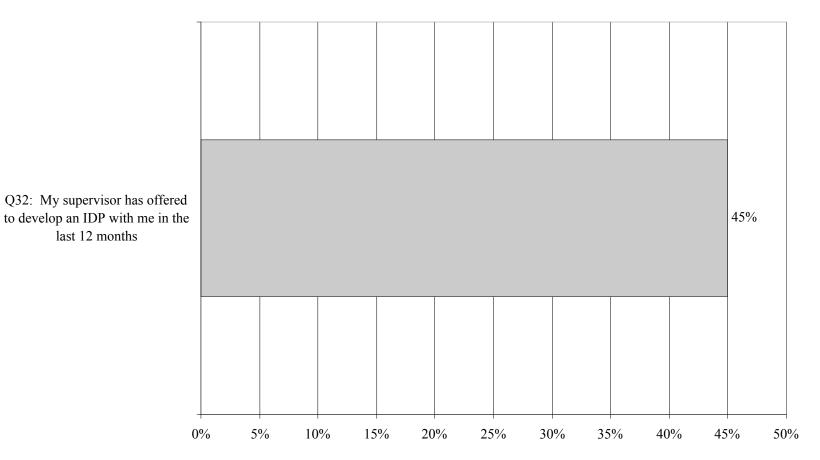
Delivered: March 17, 2004 Revised: April 26, 2004

Planning for Training and Develoment For My Current Positio Totals Q29-Q31





Planning for Training and Development For My Current Position Q32 Totals





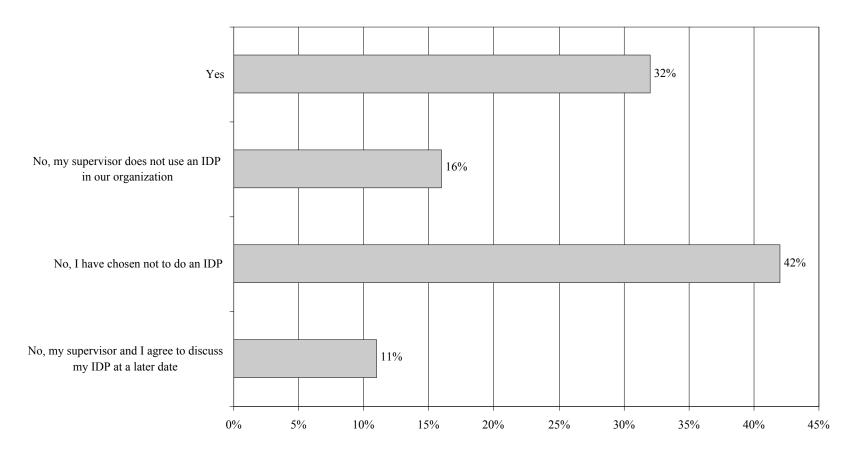
NASA Goddard Space Flight Center Employee Opinion Survey – IDP Process

Delivered: March 17, 2004 Revised: April 26, 2004

last 12 months

Planning for Training and Development For My Current Position

Q33: I have met with my supervisor to discuss my IDP in the last 12 months





Planning for Individual Career Advancement, Career Tranistion, New Job Assignmen Totals Q34A-Q37C

Q34A: I use an IDP to plan for my professional training and development for career advancement

Q34B: I use an IDP to plan for my professional training and development for career transition

Q34C: I use an IDP to plan for my professional training and development for new job assignment

Q35A: In my job category, I know what training courses may contribute to career advancement

Q35B: In my job category, I know what training courses may contribute to career transition

Q35C: In my job category, I know what training courses may contribute to new job assignment

Q36A: In my job category, I am knowledgeable about what types of on-the-job experience contribute to career advancement

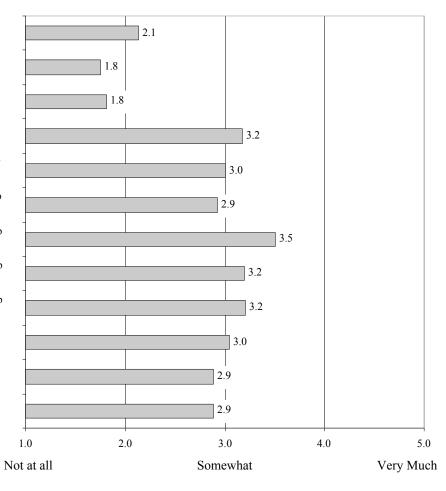
Q36B: In my job category, I am knowledgeable about what types of on-the-job experience contribute to career transition

Q36C: In my job category, I am knowledgeable about what types of on-the-job experience contribute to new job assignment

Q37A: In my job category, I know what other developmental experiences may contribute to career advancement

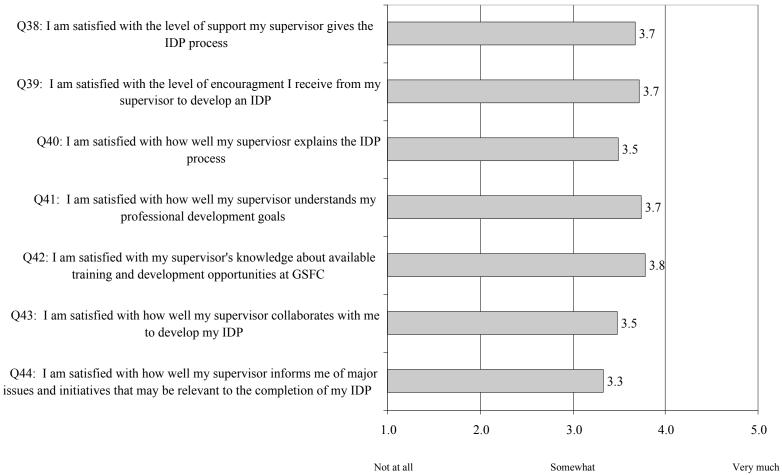
Q37B: In my job category, I know what other developmental experiences may contribute to career transition

Q37C: In my job category, I know what other developmental experience may contribute to new job assignment



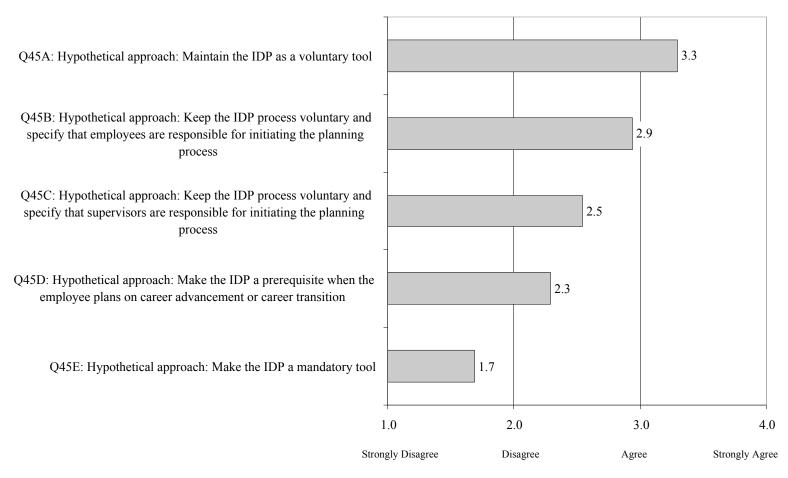


Communication Associated with the IDI Totals Q38-Q44



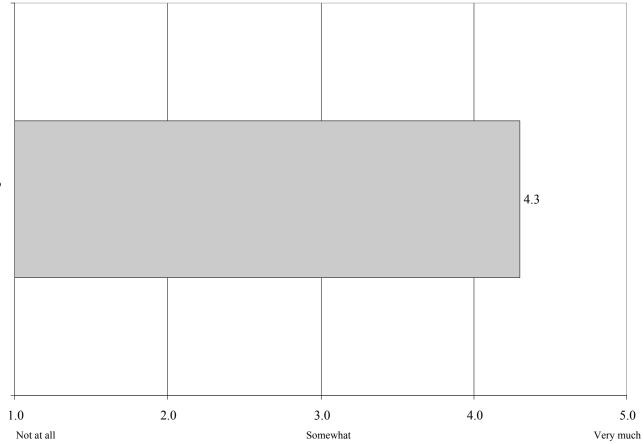


Improvements to the IDP Procest Totals Q45A-Q45E





Fairness in the IDP Process Q46



Q46: I believe that the opportunity to develop an IDP is offered equally to all employees in my organization



Questions For Supervisors Q47- Q52



